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The Ruby Report: How Companies Can Profit by Promoting Women Leaders (Paperback)

By Dawn Frail

Createspace Independent Publishing Platform, United States, 2014. Paperback. Condition: New. Language: English . Brand New Book ***** Print on Demand *****.While much research has been done to try to figure out why women lag so far behind men in positions of senior leadership, the resulting knowledge shows that by the time women reach the top of organizations, their numbers are sparse, even though they entered the leadership pipeline in equal numbers compared to men. The issues of time in leadership, education and leadership capability have all been studied, as has salary inequity. Flexible work arrangements and leadership development practices have also been studied. While this is all-important information, it seems that we have not yet seen an explanation that addresses the root cause of this issue. The Conference Board of Canada claims that if organizations are to achieve relative gender balance, significant change in talent management and leadership management practices will be required, which points to proactive practices. This book analyzes the knowing vs. doing gap by looking at the actual behaviours and (cultural factors) practices of organizations that are actually filling their senior leadership roles with more women than other corporations in Canada. Having policies in place doesn't...



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